

CATHOLIC RELIEF SERVICES / MACEDONIA
"CIVIC EDUCATION: PATH TO A CIVIL SOCIETY" PROJECT
YEAR VI ANNUAL REPORT
October 1, 2003 – September 30, 2004

Award No. 165-G-00-98-00102-00
Progress Report No. Year VI Annual Report
Reporting Period October 1, 2003 – September 30, 2004

I. BACKGROUND

During the reporting period the government of Macedonia continued with the implementation of the Framework Agreement in cooperation with all major political parties. This agreement defined changes to the existing constitutional rights of groups within Macedonia, and in support of this, also outlined priorities for the process of decentralization of central government. Macedonia has made significant progress toward reestablishing peace and building the foundations of a functioning democracy. Since the signing of the Ohrid Framework Agreement, the government has modified the constitution in few areas to comply with the peace accord and passed the legalization to begin the decentralizing government.

As a result of the tragic death of President Boris Trajkovski, Macedonia held the presidential elections. Branko Crvenkovski, was elected as Macedonia's third president.

In 2003/04 economic performance continues to fell below expectations, even though monetary and exchange rate stability was maintained. With regard to the structure and functioning of the administration, the framework for the decentralization of public administration was in the process of development: the government started measures against corruption and worked on priority reforms that include the security sector and measures to tackle the weaknesses of the judicial system. The government emphasized decentralization of the central government as a priority and parliament passed a new Law on Territorial Organization. The existing 123 municipalities have been reduced to 84 under the new legislation. It is hoped that this will benefit society as a whole as it is expected that decentralization will influence economic development, improved financial management and public service delivery within the municipalities including impact on the education, health and other services on local level.

Macedonia continues to address educational reform, developing future strategies for educational improvement through revision of curricula, establishing assessment systems and preparing for decentralization of education. During the reporting period, in order to ensure and maintain effective educational reform, the Ministry of Education (MOE) submitted the amendments and updates for the Primary Education Law. The Parliament of the Republic of Macedonia has discussed and passed the proposed changes in law. According to the updated Primary Education Law the compulsory primary education takes nine years and all children from six to fifteen years are obliged to attend it.

II. SUMMARY OF YEAR VI IMPLEMENTATION

This annual report covers the period October 1, 2003 – September 30, 2004. As a project holder CRS continued with national implementation of civic education activities geared towards ensuring the localization of the CRS Civic Education team. This was achieved

through the positive working relationships and experience during the implementation of Year VI project activities including coordinating and expanding local expertise to facilitate successful training seminars, civic education standards development process and development of publications.

During this annual reporting period the following activities were successfully implemented:

- Regional School Support Teams training seminars for school support staff completed;
- Final Report on Students Achievements in Pilot Project Schools presenting the students' results from the testing including analyses of the survey conducted with school directors, teachers, parents and students printed;
- Process for civic education institutionalization at teacher training faculties started;
- The eighth and ninth edition of the *Civic Education Today* Newsletter for all stakeholders involved in the civic education program published;
- Parental involvement training program implemented involving school pedagogues, psychologists and sociologist from all primary schools throughout Macedonia;
- Implemented Parental Networks Program activities that included capacity building seminars for networks' representatives and Small Grants Program;
- Parents' guide content developed;
- Final Project Evaluation completed;
- Macedonian Civic Education Center (MCEC) established;
- USAID approved 3-months no-cost extension for Civic Education project;
- Project close out activities started.

III. EVALUATION OF YEAR VI ACTIVITIES

Goal: Civic Society in Macedonia is strengthened as a means to reduce ethnic tension.

Objectives of the USAID funded Civic Education project are:

- Objective (1):** Students acquire skills to actively participate in civil society through ongoing and sustainable implementation of civic education in all primary schools;
- Objective (2):** Primary school parent councils and parental networks acquire skills to actively participate in educational decision-making in Macedonia.

The activities that correspond to these objectives can be grouped under the following key areas:

1. Establishing and maintaining working relationships with implementing partners;
2. Capacity building sessions implemented for school teams to support civic education implementation on school level;
3. Civic Education Standards Development;
4. Institutionalization of the civic education curriculum at the pedagogical faculties;
5. Ensuring sustainability in civic education programming;
6. Public awareness and parental involvement in educational reform.

Please refer to **Annex 1** for sixth year Annual Work Plan and Implementation Time Table of the Civic Education project.

1. ESTABLISHING AND MAINTAINING WORKING RELATIONSHIPS WITH IMPLEMENTING PARTNERS

1.1 International Implementing Partners

1.1.1 World Learning

During this reporting period the World Learning (WL) and USAID awarded CRS MK for two programs. The first program was the Training Intervention Concept for In-country Training (ICT) that provided an in-country training for 30 participants from the four pedagogical faculties in Macedonia, MOE and BED representatives. The ICT supported the process for institutionalization of the civic education curricula at the pedagogical faculties through external consultants presentations. Prof. Jana Stara from Charles University-Prague, Czech Republic and Prof. Alan Britton from University of Glasgow, UK presented the different models of civic education curricula in their countries and provided a recommendation for development of CE curricula model at Macedonian universities.

The second WL and USAID program provided two CRS Civic Education team members participation on two-week training "*Transitioning of Organizations to Indigenous Entities*" in Hungary and Slovakia. The goal of the program was participants to gain a better understanding of the transitioning process from project-based organization to local entity; increase the number of contacts among participants and other international organizations experienced in localization issues; enhance knowledge of how organizations are structured, managed and changed in order to undergo successful transition.

1.2 Local Implementing Partners

1.2.1 Ministry of Education and the Bureau of Educational Development

During the period October 1, 2003 – September 30, 2004, the activities with the MOE / BED have progressed from national support of implementation of civic education curricula and teacher trainings, to coordination of school support teams training seminars, parental involvement seminars and development of student evaluation mechanisms to review civic education awareness and understanding.

During the reporting period there was teachers' strike organized by the Syndicate of Educational Institutions (SONK) with requirements for increasing the salaries and payment for food allowance retroactive in amount more than 25% of the average salary in Macedonia. Although it was unworkable for the Macedonian government to respond to all requirements, after a month the strike ceased.

MOE/BED representatives have been working on document *Draft-National Program for Development of Education in the Republic of Macedonia*. This document was released in September 2004 and presents long-term educational goals.

At the beginning of the year, Mrs. Slobodanka Ristevska, the Leader of the BED Civic Education Working Group retired. The BED Director appointed Mrs. Golubina Gjorgjievska as new leader of the BED Civic Education Working Group and coordinator of all project activities on national level. Mrs. Gjorgjievska as BED advisor has been actively involved in civic education project activities since 1998 and was member of the Civic Education Working Group.

1.2.2 Local Professional Services

During this reporting period, CRS/Civic Education team with the Bureau for Educational Development (BED) Civic Education Working Group accomplished the following during this reporting period:

- Organized sustainability and localization planning meeting for providing input and directions for civic education project localization process;
- Developed design and timeframe for school support teams trainings and implemented the regional CE school support teams capacity building trainings;
- Published the *Final Report on Students Achievements in Pilot Project Schools* covering the results from the testing and analysis of surveys conducted with school directors, teachers, parents and students;
- Held an informational workshop regarding the pilot phase of standard development process;
- Developed the training design for parental involvement, aimed to target school support staff;
- Implemented the regional capacity building trainings on parental involvement for school support staff;
- Participated in Final Project Evaluation process;
- Implemented pilot students civic education testing successfully in 66 primary schools;
- Contributed in publishing of the eight and ninth edition of the *Civic Education Today* Newsletter.

Also, CRS CE Team and BED CE Working Group had planning meetings to: review and discuss project final evaluation recommendations, develop activities working plan in response to evaluation recommendations and provide input on activities for new CE project proposals; review the annual Civic Education Project activities and provide their input prior project closeout.

2. TEXTBOOKS

2.1. Distribution of Textbooks

A total number of 9.350 textbooks in all three teaching languages were distributed throughout Macedonia, including *Foundations of Democracy* textbooks for Grades 1-4 and *We The People... Project Citizen* textbooks for Grade 5 and 6. In agreement with BED, remaining civic education textbooks were stored in BED office in Kocani for further delivery upon requests from schools.

3. TRAININGS

During the sixth year of the project regional trainings continued, ensuring successful implementation of all training activities throughout the country.

3.1. Kindergarten / School Support Teams Trainings

The Civic Education Support teams were formed in each kindergarten and school in Macedonia. School Support Teams are consisted of pedagogue, psychologist, lower and upper elementary teacher. The kindergarten support teams are consisted of two members, kindergarten pedagogue or psychologist and a teacher. The following activities have been accomplished during this reporting period:

- 57 capacity building trainings were conducted with a high level of attendance and participation;
- Overall 1.447 members of these support teams from 12 regions throughout Macedonia were trained;
- Through introduction of the training topics, participants gained understanding of:
 - roles and responsibilities of the school support teams;
 - needed tools for their successful functioning as a team,
 - tolerance and respect diversities while resolving conflicts peacefully;

- strategies for successful civic education implementation at school level and provision of essential support for civic education to all school structures;
- monitoring, analysis and evaluation of the civic education implementation and application of relevant assessment tools.
- Handout materials were produced in Macedonian and Albanian language and provided to each training participant, i.e. each kindergarten/school;
- Evaluation of the trainings included compiling and analysis of 1234 questionnaires filled and submitted by the training participants. Analysis indicated that almost all participants felt confident to implement the program in the school. These indications are considered as a solid precondition for successful work as a team on school level.

3.2. Parental Involvement Program

Parental Involvement Training Program was developed for school support staff members (pedagogues, psychologists and sociologists) covering the themes that refer the areas of parental involvement in the school as well as the parents' rights and responsibilities in the school. The following activities have been accomplished during this reporting period:

- Training of Trainers on Parental Involvement Program was implemented and 16 BED advisors were certified as trainers.
- 17 regional trainings conducted by trained BED advisors were implemented in Macedonian and Albanian language. 360 school support staff members attended the trainings and got qualifications to implement Parental Involvement Program in their schools.
- Evaluation of the trainings included compiling and analysis of 335 questionnaires filled and submitted by the training participants. Analysis indicated that almost all participants felt confident or partially confident to implement the program in the school. Such indications may be considered as a solid precondition for successful start of the program implementation at school level.
- Handout materials (program designs) were produced in Macedonian and Albanian language and provided to each training participant, i.e. each school in the country.
- Implementation of the parental involvement program in the schools was formalized by the BED and had become a part of the job responsibilities of the school pedagogues, psychologists and sociologists.
- At school level, the program implementation started in September 2004 involving first grade students' parents.

3.3. TraiNet Database

During this reporting period the TraiNet database for training information management was updated with all information related to civic education trainings including trainers, participants, training content, results and budget. Over the past five years it has been successfully managed by CRS staff and is considered an effective tool for reviewing summary data on trainings. Complete updated TraiNet data for FY 2004 will be sent to HCDTRN to be included in the global repository of data for the entire Agency.

3.4. Parental Networks Program

Through the Parental Networks Program the following activities have been accomplished:

- Parental Networks "Vidici" from Ohrid, "Bitola" from Bitola and "Roditel'ski Glas" from Strumica by completion of the registration activities (as local NGOs), set up their offices and provided copies from their constitutional and programming documents to CRS.

- On November 26, 2003, the network "Roditel'ski Glas" organized an event in village Bosilovo and promoted its establishment and mission in the Strumica region in front of the representatives from Strumica region schools parent councils and students and guests from the USAID, CRS, and BED. The event was supported by Strumica region MOE/BED branch office. Promotional leaflets were distributed.
- Capacity building seminars on *What we should know if we want to select a good student textbook?* and *Linking methodologies* were implemented with the representatives from the three networks in February 2004.
- Representatives from the three networks were introduced to the CRS Small Grants Program in February 2004. They also received a capacity building training on planning project activities, needed resources and budget line items related to the Small Grants Program.
- By March 31, 2004 all three networks submitted project proposals to CRS for funding and CRS Grants Approval Committee had approved the networks' projects since they had met the required approval criteria.
- The networks had completed all planned project activities sponsored through CRS Small Grants Program by July 31, 2004 and achieved the projects' goals. Networks' project activities included: seminars; capacity building and workshop sessions for the parents; panel discussions; production of publications and provision of basic equipment for networks operation.
- The distinctive results in project implementation were achieved by the Network "VIDICI" from Ohrid. The quality of the training sessions provided by the network were recognized by the APS - International evaluators during their visit and noted in the Project Final Evaluation Report.
- The small grants closure documentation (financial and narrative reports) were submitted by the networks and projects were closed.

4. ENSURING SUSTAINABILITY IN CIVIC EDUCATION PROGRAMMING

4.1. Civic Education Standards Development

During this reporting period the BED Assessment Unit completed the *Final Report on Students Achievements in Pilot Project Schools* that presents the students' results from testing including analyses of the survey conducted with school directors, teachers, parents and students. CRS Civic Education Team and BED Assessment Unit completed the data base system that includes entire standard development process data and developed report for the test achievements. The experts group consisted of 14 members (teachers, BED advisors, pedagogues and a parent) reviewed and set the standards and completed the process for standards verification. The standards' description is incorporated within the final version of the set standards. The technical report that describes activities implemented during the second year of the standards development process has been developed.

4.2. Universities

The institutionalization of the civic education as pre-service teachers training started with introduction of the program at four pedagogical faculties in Macedonia (Pedagogical faculties from Skopje, Bitola, Stip and Teacher Training Faculty at the South Eastern Europe University - SEEU in Tetovo). Through numerous activities with the pedagogical faculties, a new page has been opened as a process for institutionalization of the civic education in at pedagogical faculties. The cooperation between the BED advisors and pedagogical faculties professors was very successful that is significant progress, since the cooperation between the two institutions was very low in the past. All pedagogical faculties working groups agreed to

incorporate civic education curricula and methodology through specific modules that will be integrated into relevant teaching subjects.

4.3. Localization

During this reporting period the CRS / Macedonia Civic Education team worked on the finalization of a transition plan for the Civic Education project. The plan includes a summary of information and outcomes from meetings, workshops and discussions held with key education stakeholders. As part of the Civic Education localization plan, Macedonian Civic Education Center (MCEC) has been registered, account has been opened, web site has been started; the list of potential donors was developed and plan for new projects development has been prepared. As part of the Civic Education localization plan, 3-years business plan for Macedonian Civic Education Center (MCEC) has been developed. The business plan is an introduction to the MCEC's vision, mission, and the methodologies planned to achieve this vision. MCEC has submitted proposals to following donors: European Commission Initiative for Human Rights and Democracy, European Commission CARDS Network-to-Network program, Balkan Trust for Democracy Fund and CRS Social Change Fund.

5. PUBLIC AWARENESS

5.1. Civic Education Newsletter Production

Publishing and distribution of a *Civic Education Today* newsletter is one of the key activities helping to raise public awareness of Civic Education project. The eighth and ninth edition of the newsletter were published for distribution to all schools in three languages of instruction Macedonian, Albanian and Turkish and were also published in English language for presentation purposes. MOE/BED and CRS staff, teachers, directors, university professors, parents and students contributed to the newsletter recording the implementation, development and highlights of Civic Education in Macedonia.

5.2. Parents' Guide

The *Parents' Guide* is the first publication of its kind in Macedonia regarding cooperation between parents and schools. This publication lays important ground for the continued involvement of parents in the life of Macedonian schools. The text materials for publishing the *Parents' Guide* were completed and the text materials were proofread and translated into Albanian and Turkish language.

5.3. Case Studies

During this reporting period, the case studies materials from different civic education stakeholders were collected. This publication will present different case studies developed by civic education project practitioners.

5.4. CRS Special Recognition Award

On February 26, 2004, as the CRS Macedonia Civic Education Team received a 2003 CRS Recognition Award during the yearly recognition award ceremony at CRS/Baltimore, USA. The Team was awarded for its substantial contribution by developing a civic education curriculum that has been taught to all the primary education teachers in Macedonia. Thanks to the efforts of the Team, Macedonia has gone from having no elementary school civic education curriculum to having a nation-wide curriculum taught in over 300 schools by more than 11,000 teachers. The children that graduate from this program will have the skills and knowledge that will enable them to participate in building a just society, exercising their rights, accepting their responsibilities, and holding their leaders accountable.

5.5. CRS Worldwide Case Studies

CRS HQ has recognized the Civic Education program in Macedonia in publication of case studies from CRS worldwide named "Creating Partnerships. Educating Children".

6. FINAL PROJECT EVALUATION

The final evaluation of the civic education project was implemented by APS (Netherlands Center for School Improvement) during the period May 18 – May 28. PhD Rogier van 't Rood, Mrs. Truus de Haan MA, Prof. PhD Marija Tasheva as consultants from the APS implemented the evaluation. The aims of the evaluation were to assess the extent to which the Civic Education project has achieved its goal and objectives, covering the period 1998 – 2004 with emphasis on activities from May 2002 – May 2004 and to provide recommendations on its components for future implementation and sustainability. The APS-evaluation team implemented a mix of traditional and participatory approaches: observations and the study of literature were carried out in a traditional manner, while the interactive parts of the evaluation were carried out in a participatory manner, including key participants involved in the program; schools staff, students, parents; program implementers; the Bureau of Educational Development, the Ministry of Education, CRS / Macedonia and the program donor, the United States Agency for International Development (USAID). Generally a participatory approach supported the development of a sense of shared ownership among stakeholders, regarding the evaluation outcomes, thus creating the necessary common ground for future follow up activities in a sustainable manner. In depth interviews and focus group debates allowed the evaluators to assess levels of awareness regarding civic education. The main conclusion is that CRS and BED have done a tremendous job by implementing civic education programs in all primary schools of Macedonia, which is far more than expected at the start of the initiative and that that plans should be made to provide follow up to the existing programs. Main recommendations were given on: curriculum and concepts, teaching approaches and awareness, textbooks, linkages and networks, organization and monitoring, mainstreaming and sustainability.

7. FINANCIAL REPORT

Please see **Annex 2** for the Annual Budget Comparison Report covering the period October 1, 2003 – September 30, 2004.

8. PROJECT CLOSEOUT ACTIVITIES

The civic education project close out activities included submitting the final inventory list for assets purchased under USAID funds, developing 3-months no-cost extension for USAID approval and preparing narrative and financial reports in accordance with USAID project close out requirements. USAID approved 3-months no-cost extension (October 1 – December 31, 2004) for Civic Education project to use the remaining funds for completion of activities for: standards development, printing and distribution of materials, completing the final reporting and distribution of materials, thus fulfilling all expectations set forth in grant agreement.

Annex 1 – CE Project Annual Implementation Plan

CATHOLIC RELIEF SERVICES / MACEDONIA
“Civic Education: A Path to a Civil Society” Project
Annual Implementation Plan
October 1, 2003 - September 30, 2004

The goal of the project is to build on what has already been accomplished through the Civic Education project and continue strengthening civil society in Macedonia. The primary objectives of the USAID funded Civic Education project are:

- (1) Students acquire skills to actively participate in civil society through ongoing and sustainable implementation of civic education in all primary schools; and
- (2) Primary school parent councils and parental networks acquire skills to actively participate in educational decision-making in Macedonia.

The activities will address core areas that complement current CRS programming, the Ministry of Education/Bureau for Educational Development (MOE/BED) strategy and the needs of program participants at the local level. Program design is based upon CRS/Macedonia and the MOE/BED's five years of experience in the field of civic education programming. Results expected relate to the activities listed in the implementation timetable given in the attached work plan.

Activities for the sixth year annual plan are designed to achieve the following results, leading to the fulfillment of the above project objectives:

- Civic education standards development on national level;
- Capacity building sessions implemented for school teams to support civic education implementation on school level;
- Institutionalisation of the civic education curriculum at the pedagogical faculties;
- Training for school support teams to assist Parent Councils in increasing effective parental involvement;
- Activities implemented to support development of regional parental networks;
- Study tours and in-country consultancies for partners capacity building – CE Standards and evaluation tools, Development of Civic Education curricula at university level, and localization and sustainability;
- Printing of semi-annual Civic Education Newsletter;
- BED and CRS joint planning for ensuring the localization and sustainability of the project;
- Project final evaluation.

During the past five years of project implementation, CRS has maintained an excellent and longstanding partnership with the MOE/BED through established mechanisms that promote full partner participation in project development that helped to achieve greater mutual ownership of both process and outcome, increasing local capacities and acknowledging the partners' expertise. To further enhance the development of a civil society, CRS and BED have taken civic education to the next level and have taken the initial role in introducing and implementing methods for sustainable change and improvements in the society. Implementation of the Civic Education project has helped consolidate the energy of different levels of education stakeholders: from kindergarten children, primary schools students to parents, teacher, school staff and government representatives. Capacity building with the BED is a reciprocal process, from which CRS also has benefited in assessing its own

capacity and learning along with its partners. BED has acknowledged the importance of the CRS role as part of the non-governmental sector and that democracy presumes the active involvement of citizens in the government decision-making processes at both the local and national level.

As noted in previous work plans, CRS and BED have developed a strategy to ensure sustainability in all activities, including the development of civil society and increased citizen participation in democratic decision-making process. During the sixth year, project implementation will continue to support university professors, school support teams, teachers, parents and students to improve access and quality to civic education in Macedonia.

Year-six of the Civic Education program will further develop successes, to ensure continuity in the development, as well as working closely with effective and motivated Parent Councils to expand a network of parents groups throughout Macedonia to activate, motivate, to build skills and to advocate for parental involvement in educational decision-making.

1. Working relations

1.1 Working Relations with the Ministry of Education and Bureau of Educational Development

BED and CRS partners will continue to work closely together in a collaborative manner. CRS partners will continue to take an increased lead in building expertise, high level of quality and ownership. They will be responsible for participating in coordination meetings, supporting the implementation of project activities, assisting with monitoring and evaluation, and responding to local government queries regarding the project. Within the scope of the project the MOE/BED will also be responsible for targeting scheduling, organizing and implementing training seminars for the school support teams. As stated, the MOE/BED will continue coordination of their activities through the Civic Education Working Group.

Results Expected:

- Regular coordination meetings between Civic Education partners;
- Increased management of project activities by Civic Education Working Group and partners;
- BED regional advisors organize and coordinate the school support teams;
- Development and implementation of Civic Education standards and evaluation against those standards on national level;
- Management of Civic Education student showcases by Civic Education Working Group and regional BED advisors;
- BED Civic Education Working Group and CRS staff develop the concept of localization and sustainability.

1.2 Working Relations with the Universities / the Pedagogical Faculties

CRS, BED and Pedagogical Faculties (PF) will start the cooperation that will ensure active participation of the professors in the process for developing integrated approach for introduction of civic education curricula on university level. Working relations with PF will be defined based on the outcomes from the planning meetings with deans and vice-deans. Universities in Macedonia have autonomy to independently develop and integrate the teaching curricula. Each PF will form a Civic Education Working Group that will be responsible to coordinate activities on the faculty level. Roundtable discussions will be held in aim to introduce the Working Groups with civic education curricula and teaching

methodologies. Within the scope of the project the Working Groups will have the responsibility to explore subject areas on their faculties where the civic education curricula could be integrated.

Results Expected:

- Process for introduction of Civic Education curricula at PF started;
- The Working Group consisted of representatives from universities, MOE/BED and CRS formed;
- Regular coordination and meetings held;
- Concept paper for civic education integration at PF developed.

2. Technical Assistance

2.1 International Technical Assistance

During the sixth year of project implementation of the Civic Education project, CRS will seek to consult, learn from and build upon the successes of the other international organizations with experience in teacher training methodology, parental involvement, development and implementation of civic education standards, development of civic education curricula at university level, and development of localization strategy.

Sharing ideas, information and best practices with civic education practitioners will add significantly to the growing set of ideas for the incorporation of theory and practice of civic education at all levels of the Macedonian education system, while at the same time deepening collaboration between regional partners. Opportunities to promote linkages, share best practices and exchange visits with CRS' partners and staff in other country programs will also be explored. CRS/Macedonia will work in partnership with USAID and World Learning/Macedonia to provide opportunities for project participants to participate in exchange visits and in-country trainings as a process for achieving goals for further development and sustainability of civic education in Macedonia.

Results expected:

- Support in development and reviewing Civic Education standards;
- Study tours and in-country consultancies for partners capacity building – CE Standards and evaluation tools. Development of Civic Education curricula at university level, and localization and sustainability;
- Final project evaluation.

2.2 Local Technical Assistance – Local Program Development

The BED Civic Education Working Group will continue to be active in the planning and implementation of project activities. During implementation of the project, CRS will regularly work and consult with the Working Group. In addition the Working Group will contribute to capacity building of school support teams, facilitate activities for civic education integration at pedagogical faculties, support work of parental networks and support development of localization strategy. CE working group through collecting materials and editing texts will support development of Civic Education newsletters utilizing local technical assistance for publishing and graphic layout.

Specific Working Groups will be formed for each activity that will include planning of activities for development and support of overall project. Based on the outcome of Working Groups results CRS and BED will continue to analyze and prioritize the options to ensure that the programming benefits are localized and continued.

Results expected:

- Newsletters printed and distributed:
- Develop and design capacity building trainings for school support teams:
- Develop and design topics for parental involvement in educational decision-making:
- Cooperation with Pedagogical Faculties established:
- Concept paper for civic education integration at Pedagogical Faculties developed:
- Development of revised program strategies for submitting project proposals for the Civic Education program future implementation:
- Strategy for project localization and transformation developed between CRS and BED.

3. Civic Education Standards Development

During the fifth year of project implementation, CRS has supported the BED Assessment Unit in the development of a framework for a pilot program for civic education standards. Through the sixth year of project implementation the framework will be reviewed and further developed for implementation on national level.

The development of civic education standards will provide an understanding of expected program results and influence on improvement of teaching practices. Adequately established standards based on real measurements will form the basis by which the civic education program can be fully and sustainably integrated into the primary education curricula documents. Standards will also be used as a benchmark for future assessment of students' attainments and skills for civic education curricula. Activities include the review and improvement of the civic education standards by an analysis of the data collected during the first phase of standards development supported through the current Civic Education project. This will include evaluation of students' knowledge and skills of civic education in grades 1-4 and grade 6 and a review of the instruments used during the pilot phase.

The BED Standards Working Group, supported by the CRS Civic Education project team, will manage overall standards development. The Team Leader of the Working Group will ensure planning, coordination and implementation of all project activities, including professional coordination and approval of all activities.

Results expected:

- Civic education standards will be developed and will become part of the national educational assessment process:
- Additional results will include the development of a database for test items with acknowledged evaluation of quality for assessment of students achievements and specific indicators of civic education standards achievements.

4. Trainings for School Support Teams

Through the sixth year of project implementation, CRS and the BED will support a cycle of trainings for school support teams. Capacity building of school support teams will act, as sustainable mechanism for civic education implementation at school level that will provide continuous professional support and assistance to all structures in the school. All 344 main primary schools in Macedonia will be represented by their selected school support team that will consist of four members: 1 pedagogue, 1 psychologist, 1 grade 1-4 teacher and 1 grade 5-8 teacher. The number of members of the school support team could vary based on the few criteria as: size of the school, number of students and number of employees.

School support teams will be provided with training on specific capacity building topics related to civic education curricula. The school support teams will have primary responsibility for the quality implementation of civic education in lower and upper elementary classes; support of parent councils to increase effective parental involvement; self-evaluation on school level and effective reporting to regional BED advisors. Another area of emphasis will be developing methods for good communication between teachers and parents, and exploring ways for parents to participate in, or assist with the implementation of the civic education curricula.

These trainings will be provided for both Primary School Support Teams and Kindergarten Support Teams. These teams will be responsible to encourage and motivate trained teachers and new teaching staff to incorporate civic education principles and methodologies in all segments of the school life. Members of the school team will represent a valuable resource at each school level, accessible to teachers, administrators, parents and students. School support teams will be able to record and self-evaluate activities at the school level and will report to BED advisors on quarterly basis.

Results expected:

- School Support Team established in all school throughout Macedonia;
- School Support Team trained to support civic education implementation on school level, practice, monitor, evaluate, and enhance levels of participation on school, regional education bodies and community level.

5. Institutionalisation of the Civic Education Curriculum at the Pedagogical Faculties

Continuation of successful Civic Education program implementation beyond completion of the in-service teacher trainings can be ensured through provision of pre-service teacher training at the pedagogical faculties. At the university level institutionalisation of the civic education program will include introduction of the program at pedagogical faculties in Macedonia. Meetings and roundtable discussions will be held between BED, CRS and pedagogical faculties deans and vice-deans to define the activities and timelines for institutionalisation of civic education curricula. Each pedagogical faculty will form a Civic Education Working Group that will be responsible to coordinate activities on the faculty level. Within the scope of the project each faculty working group will have the responsibility to explore subject areas where the civic education curricula could be integrated.

Workshops between BED advisors and university professors will promote the objectives and activities related to the successful integration of the civic education methodologies and contents at pedagogical faculties. As a result of these workshop and other follow up activities, pedagogical faculties will develop a concept paper for integration of the civic education program in the existing pre-service teacher training curriculum. Also needs assessment with all stakeholders will be conducted in order to collect information about necessity of external expertise and in-country consultancy for pedagogical faculties.

In addition civic education trainings for the students in their graduating year of study at the pedagogical faculties in Macedonia will be implemented. This has been identified as support activity towards building mechanism at faculty level for civic education practical approach and direct link with BED advisors and schools. Students in their graduating year of study will have an opportunity to practice learning of civic education methodology during the

trainings and through class participation, gain the knowledge and skills necessary for teaching civic education in lower and upper elementary schools upon graduation.

Results expected:

- Individual proposals for incorporating the civic education curricula into the existing subjects developed by university professors;
- Concept paper developed for integration of the civic education in the curriculum at pedagogical faculties;
- Trainings implemented with students at their graduating year of study.

6. Development and Formalization of mechanisms of Parental Participation

6.1. Training for School Support Teams to Assist Parent Councils in Increasing Effective Parental Involvement

A second area of responsibility for the school support teams (including pedagogue and/or psychologist and/or social worker) will be to support parent councils with the goal of increasing effective parental participation in school life. Although parent councils are mandated by law and formally exist in every school in Macedonia, parental participation in many schools is still limited. Based on CRS' past experience in working with parent councils, the main problem is a lack of information that parents have about the operational framework of the parent council, their rights and responsibilities in the school and the importance of parental involvement in educational decision-making. Through the proposed extension, regional BED advisors will facilitate a two-day capacity building trainings on specific topics related to parental involvement in education including: parental rights and responsibilities; areas and benefits of parental involvement at the school level; effective organization of Parent Councils and effective parental participation in decision making at the school level. After this trainings school support teams will have needed skills and knowledge to facilitate a cycle of workshops for parents in their schools.

Results expected:

- School support teams trained to provide continuous support to parent councils and encourage active parental participation in school life;
- Increased parental participation in all segments of the school life and decision-making processes and increased awareness of and support to civic education activities;

6.2. Activities to support development of parental networks

As support to parental networks outreach and responsiveness to challenges and opportunities, CRS will monitor and evaluate networks activities while facilitating proposed capacity building activities, information sharing, and systems that support civic values. At the advanced stage, parental networks activities will include development of regional projects for addressing specific mutual issues and joint initiatives. CRS will provide technical assistance to the parental networks to enhance their capacity for participation in a dialogue with school management, local education bodies (regional BED advisors) and governmental institution about education policies and priorities. Approval of the parental networks activities will be regulated through submission of project proposals as part of the CE small grant program for citizenship activities.

Results Expected:

- Activities implemented to support development of regional parental networks;

- Support provided to parental networks self-initiated activities;
- Parental networks promote the importance of parental involvement to other Parent Council in their region;
- Parental networks grow and include new members as well as representatives from local community that will further support the development and activities of the network.

7. Public Awareness

Through the proposed extension CRS will also support activities that raise public awareness of the project and that promote increased civic participation. Activities will include the publication of a newsletter and a Civic Education project achievements case study. The bi-annual newsletter will be produced in Macedonian, Albanian, Turkish, and English and disseminated to all 344 primary schools and their satellite schools throughout Macedonia. The BED Civic Education working group will support publication of the newsletter by collecting, compiling and selecting professional articles for inclusion in the publication.

The publication of a Civic Education project case study will allow dissemination of best practices and lessons learned to a wider audience, and provide an opportunity for exchanging ideas and results between project participants and education stakeholders in Europe and the United States. Through the ongoing project a civic education video documentary has been developed and will be used for promotional purposes and as working tool during capacity building sessions for school support teams and parental networks.

Video materials will be developed in order to support the capacity building sessions for school support teams, parents, teachers and students. This material will be also used for TV broadcasting and for media events for public promotion of civic education activities.

In order to support parental participation, a guide for parental involvement in schools will be developed by BED Civic Education Working Group. Each school in Macedonia will receive copies of the guide for their library. Since there is a lack of literature and expertise in this area, the guide for parents will be developed and published for the first time in Macedonia. This guide will provide assistance to parents for their effective involvement on school level towards achieving results that will support the whole school ethos.

Results Expected:

- Newsletters published and distributed;
- Video produced and media support organized for public presentation of Civic Education on a national level;
- Case study publication developed and printed;
- Guide for parental involvement in schools published and distributed.

8. Localization and sustainability

During the BED and CRS planning session for annual program implementation, as one of main activities recognised by the BED and CRS civic education working group is ensuring localization and sustainability of civic education in Macedonia. According to members of the Civic Education Working Group as a way to maintain the implementation of civic education programs and further support development of the fragile civic society, concrete plan towards creation of support centre should be developed. To compliment this, CRS and BED plan to transfer and phase out the program through developing concrete localization plan.

The starting point would be the creation of an initiative board consisted of BED and CRS

members that should prepare the necessary documents and planning and in-vision future activities that will lead to registration in accordance with the Macedonian laws and regulations.

As support to this process a draft guide document will be developed by BED and CRS to define the working relationship and responsibilities. The purpose of this document will be to clearly state and determine resource and capacities needed for sustainable project implementation and its transformation. Planning sessions will be organized to define future strategy with mission statement and implementation plan with specific activities. Implementing partners will review the existing organizational structures and determine what changes are needed for future support of educational reform in Macedonia. Research will be conducted to provide information about existing environment that will serve as evidence for decision-making process related to issues that will be defined. BED and CRS will further review the opportunity to transform project activities as part of local education support structure that will provide constant support to BED in their efforts towards educational development reforms. This will be the basis for CRS to examine opportunities for localization by initiating the establishment of a centre committed to civic education, civic participation, civil society development and citizenship in Macedonia. It is envisioned that this centre will help to support government in maintaining quality management for civic participation in education, ensure international exchange and information sharing and influence education policy and reform and improvement of civic life.

Results Expected:

- Process for establishment of Centre for Civic Education and its legal registration started;
- Structure and statute for the Centre for Civic Education developed;
- Memorandum of Understanding signed with BED, CRS and Centre for Civic Education;
- Linkages and cooperation developed with other similar organizations and institution from the region and wider;
- Development of new project proposals in partnership between CRS, BED and Centre for Civic Education.

9. Evaluation Activities

Evaluation activities of the Civic Education program will include pilot implementation of Civic Education standards and testing against those standards. The results of this testing will be reviewed against international CE standards, in order to review Macedonian results and indications in areas of improved and activity levels in subsequent years.

In-class observation schedules will be developed in accordance with planed activities for FY 2004. BED Civic Education Working Group and CRS staff will develop tools for monitoring and evaluation of the Civic Education implementation. Various tools will be developed for: monitoring and evaluation of the Civic Education program implementation at school level (curricular and extra-curricular activities) and tools for monitoring the work of school support teams. School Support Teams will have responsibility to submit reports to regional BED advisors on the quarterly basis and based on their reports regional BED advisors will be responsible to compile reports about Civic Education implementation on regional level through using template reports developed for this purpose.

The final external project evaluation is proposed for the final quarter of the sixth year of project implementation.

Results Expected:

- National implementation of Civic Education standards;
- Evaluation of results of testing against CE standards;
- School support teams staff from all 344 schools throughout Macedonia will receive training on how to sustainably support the quality implementation of civic education including the use of self-evaluations.
- Established Working Group that prepares evaluation tools for monitoring Civic education implementation on school level;
- BED advisors trained to support the school support team to use evaluation tools;
- Monitoring and evaluation instruments for school support teams established that will help ensure attainment of quality results and provide feedback that can be used to identify areas for improvement.
- Report form developed for Civic Education implementation on school level;
- Final Project Evaluation.

Civic Education Project Annual Implementation Work Plan

October 1, 2003 – September 30, 2004

Activities	2003 ⇒			2004 ⇒								
	10	11	12	01	02	03	04	05	06	07	08	09
1. Working Relations												
1.1 On-going coordination between stakeholders in the field of civic education in Macedonia	→	→	→	→	→	→	→	→	→	→	→	→
2. Civic Education Standards Development												
2.1 Evaluation of results of testing against standards developed in pilot phase	→	→										
2.2 Civic education standards development – second phase		→	→	→	→	→	→	→	→	→		
2.3 Standards development final report											→	→
3. Capacity Building of School / Kindergarten Support Teams												
3.1 Develop trainings design	→	→										
3.2 School support teams trainings		→	→	→		→	→	→				
3.3 Kindergarten support teams trainings		→	→	→								
3.4 Development of tools for monitoring and evaluation at school level	→	→										
3.5 Establish reporting mechanisms between school support teams and BED		→	→									
4. Civic Education at Pedagogical Faculties												
4.1 Informative, planning and follow up meetings	→	→	→	→	→	→	→	→	→	→	→	→
4.2 Roundtable discussions and workshops		→	→	→								
4.3 Concept paper for integration of CE at pedagogical faculties				→	→	→						
4.4 Trainings for students at graduating year of study					→	→	→	→				
5. Parent Councils and Parental Networks Participate in Educational Decision Making												
5.1 Develop trainings design	→	→										
5.2 Training for school support teams to support parental involvement		→	→	→		→	→	→				
5.3 Capacity building sessions implemented to support development of parental networks		→				→	→	→				
5.4 Support for parental networks activities	→	→				→	→	→				
6. Public Awareness												
6.1 Publishing of "CE TODAY" Newsletter (No.8 and No.9)		→	→	→				→	→	→		
6.2 Publication of civic education achievements and case studies				→	→	→	→	→	→	→	→	→
6.3 Publishing of guide for parents					→	→	→	→	→			
6.4 Video materials produced						→	→	→	→			
7. Program Evaluation												
7.1 In-class observations		→				→		→				
7.2 Project activities evaluation reports			→						→			→
7.3 Annual Evaluation											→	→
8. Program Development												
8.1 Capacity building in-country consultancy and exchange visits						→	→	→	→			
8.2 Planning meetings between CRS and BED	→	→	→		→	→	→	→	→			→
8.3 Development of program strategies and proposals		→	→	→	→	→	→					
9. Localization and sustainability												
9.1 Guide document developed to define the future relations and responsibilities between project partners				→	→	→	→	→	→	→	→	→
9.2 Process of establishment of Center for Civic Education	→	→	→	→	→	→	→	→	→	→	→	→
10. Reports Written and Submitted												
10.1 USAID quarterly progress reports									→			→
10.2 Annual report												→